

Johnson Electric: Conflict Minerals Policy

Dodd-Frank Wall Street Reform and Consumer Protection Act

The U.S. Congress passed the Dodd-Frank Wall Street Reform and Consumer Protection Act (the “Act”), pursuant to which the U.S. Securities and Exchange Commission (the “SEC”) issued rules requiring certain reporting companies to make disclosures under specific circumstances concerning the use of Conflict Minerals. Under the SEC rules, “Conflict Minerals” have been defined to include: columbite-tantalite, also known as coltan (the metal ore from which tantalum is extracted); cassiterite (the metal ore from which tin is extracted); gold; wolframite (the metal ore from which tungsten is extracted); or their derivatives that are suspected of being sold to finance conflict in the DRC region. The rules apply when these Conflict Minerals are necessary to the functionality or production of a product.

Johnson Electric’s Commitment

Johnson Electric is committed to environmental, social, and economically sustainable sourcing and this is reflected in our sourcing strategy. Aligned with our strategy, Johnson Electric takes necessary steps to address the concerns of human rights violations, forced labor and child labor, as well as the role that armed conflicts play in causing extreme violence across the Democratic Republic of the Congo and its adjoining countries (“the DRC region”).

Because Johnson Electric is not publicly listed on any U.S. stock exchange, it is not obligated to issue a Conflict Minerals Report under the US-SEC requirements. Nevertheless, Johnson Electric is committed to a strategy of responsible sourcing.

To that effect Johnson Electric has taken steps to address the issue of ‘Conflict Minerals’.

Johnson Electric’s Measures

Johnson Electric has implemented a company-wide process to identify the use, source and origin of Conflict Minerals in our supply chain. Johnson Electric works closely with our customers and suppliers to address this issue. All Johnson Electric suppliers are required to comply with any requirements for compliance required by our customers.

We are continually engaging with our customers to fulfill their obligations to be compliant with the US law requirements.

Johnson Electric encourages our direct suppliers to take steps towards ‘conflict minerals free’ sourcing at the time of supplier selection and in our supplier Terms and Conditions.

We further encourage our suppliers to pass on similar efforts to their down-stream suppliers.

Johnson Electric is committed to similar initiatives such as the “OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High- Risk Areas”.